OFFICER TRAINING COMMAND

PENSACOLA

SOURCE OF THE FORCE

TRAINING INITIATIVES

The “Road Ahead”



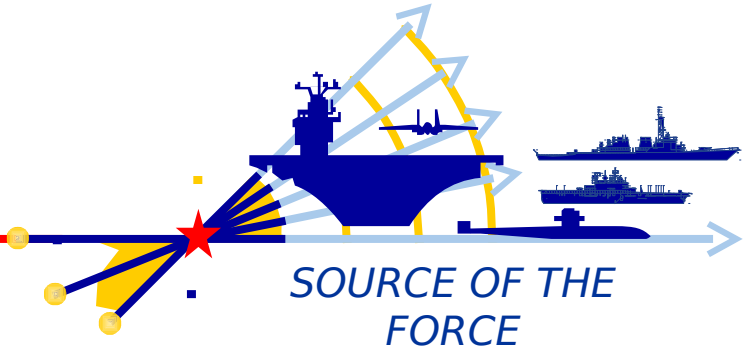
Captain John Nawrocki
Commanding Officer



PURPOSE

The purpose of this brief is to provide an update of on-going training initiatives at Officer Training Command Pensacola

OTC Pensacola



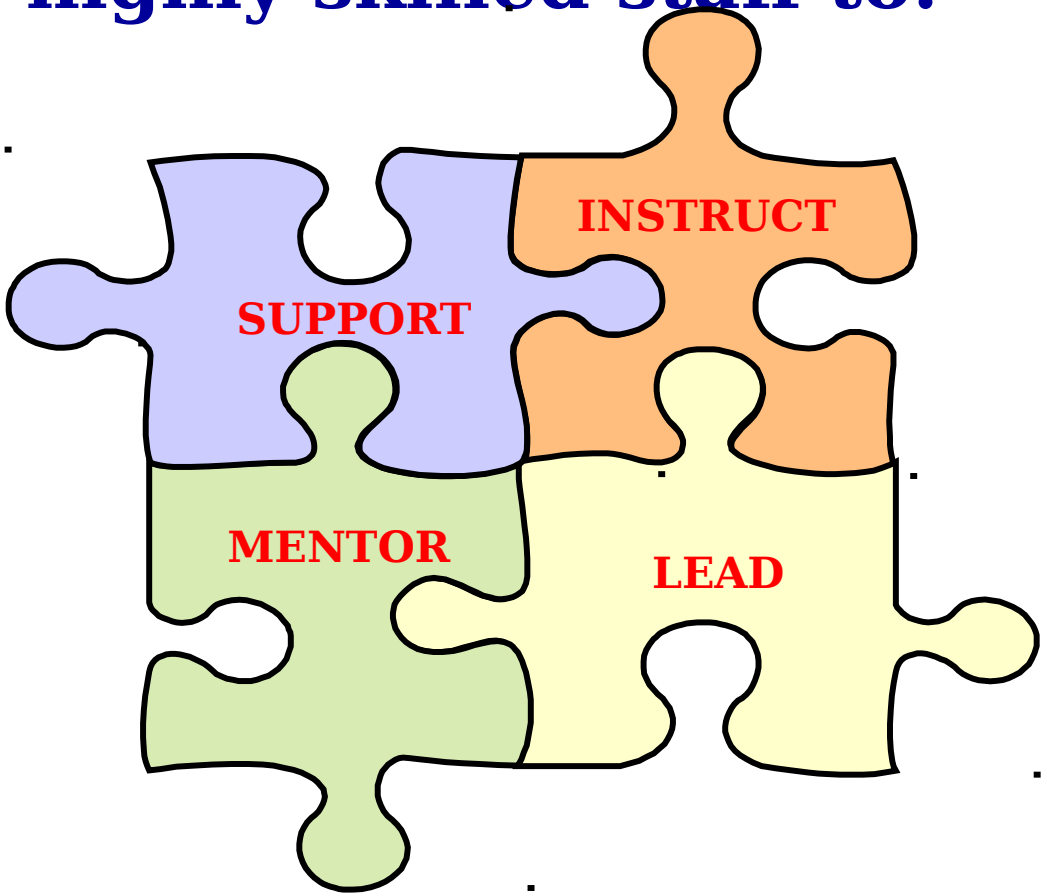
Background

OTC Pensacola's "Vision" challenges its staff to investigate, analyze, evaluate and test innovative ways to educate Sailors leveraging many years of Navy experience to maximize the quality and scalability of training with no MILCON and minimal infrastructure improvements

SOURCE OF THE FORCE

Vision Statement

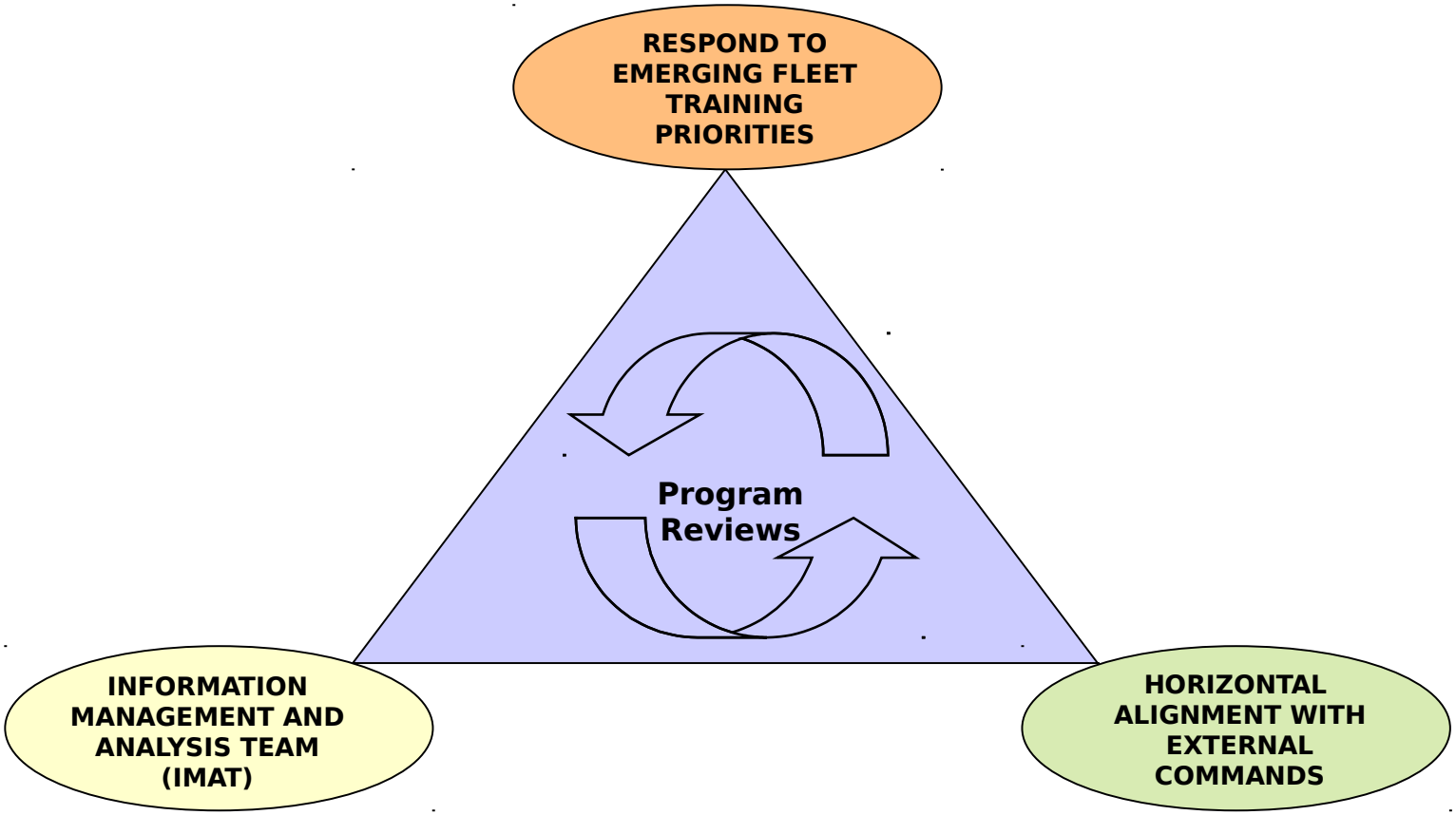
Develop a highly skilled staff to:



OTC Pensacola

SOURCE OF THE FORCE

How We Do It!



SOURCE OF THE FORCE

TRAINING INITIATIVES REVIEW

OFFICER TRAINING COMMAND PENSACOLA

Training Initiatives



1. OTC Pensacola Web-based Pilot (OWDEP) with POA&M
2. Cost-To-Train Model
3. Single Integrated Course Schedule
4. Basic Engineering Self Study Pilot & Trial
5. “PROGRAM” Candidate Opportunity

OTCP WEB-BASED DEP ENHANCEMENT PILOT (OWDEP)



OFFICER TRAINING COMMAND PENSACOLA

BACKGROUND



- Officer Training Command is web-basing four (4) training topics and making them available to candidates prior to arrival at Officer Candidate School (OCS).
- Future plans include migration to Limited Duty Officer/Chief Warrant Officer (LDO/CWO), and Direct Commission Officers (DCO) courses of instruction.

BACKGROUND



The four courses of instruction are:

1. **Naval History**
2. **Physical Readiness Standards**
3. **Naval Etiquette**
4. **Military Requirements**
   - **Sailors' Creed**
   - **General Orders of a Sentry**
   - **Code of Conduct**
   - **Navy Core Values**

PROGRAM BENEFITS



POTENTIAL BENEFITS OF INITIATIVE

- **Reduce average number of days an OC spends at OCS (Remediation and Length of Course)**
- **Enhance Sailors' fitness prior to arrival**
- **Reduce Attrition**
- **Baseline future NSTC OWDEP initiatives**

✓ **Goal: Better prepared sailor mentally and physically**

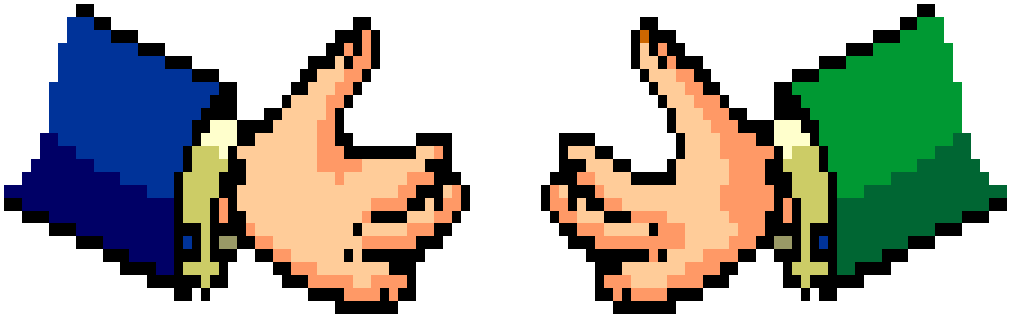
PROCESS



1. **Prior to arrival, students complete topics of instruction in Navy E-learning as pre-requisite to military training**
2. **Complete on-line examination to measure comprehension**
3. **Receive certificate of satisfactory completion**

STRATEGIC ALIGNMENT

SOURCE OF THE FORCE



Recruiting Command → **OTC-P** → **NETPDTC**

STRATEGIC ALIGNMENT



OTC PENSACOLA AND RECRUITING COMMAND

- **Recruiting Command's support is key to success of OWDEP.**
  - **Especially for pre-OCS candidates who are in the Delayed Entry Program**
- **Briefed officer recruiters at National OPO Conference in Millington, TN (JAN04)**
- **Dialogue continues**

STRATEGIC ALIGNMENT



OTC PENSACOLA AND NETPDTC

- **NETPDTC is another key to success of OWDEP as owners of Navy E-Learning**
- **Ongoing curriculum / format discussions between NETPDTC N6 and OTCP N3 have been productive**
- **CO NETPDTC and staff continue to be integral parts in the success of OWDEP**

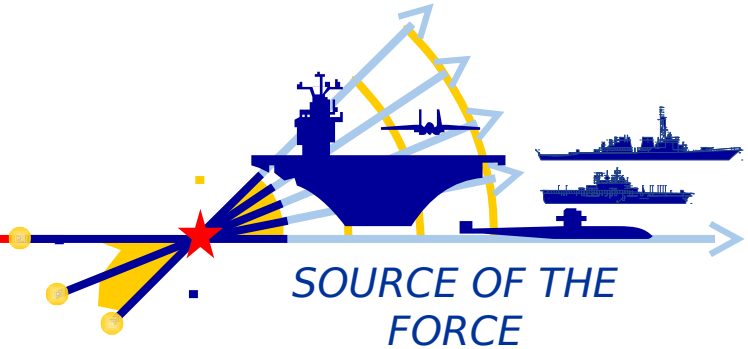
OWDEP POA&M



PLANS OF ACTION AND MILESTONES

- **01 MAR04: Courseware and test questions delivered**
- **08 March 2004: Initial Baseline Metrics Captured for Evaluation**
  - **Metrics based on:**
    - **OTCP's Cost-to-Train**
    - **% Students who graduate OCS in 13 Weeks**
    - **Reasons why students don't complete in 13 weeks**
    - **Average number of days spent at OCS**
    - **NETPDTC's Courseware Development Cost**

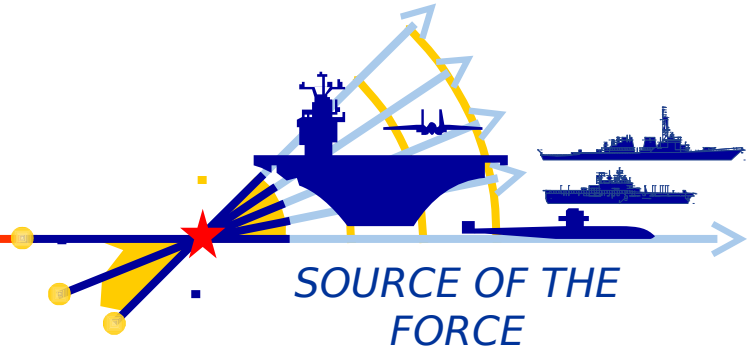
OWDEP POA&M



PLANS OF ACTION AND MILESTONES

- **08-19MAR04: SMEs validate courseware content and organization in Navy E-Learning test environment**
- **24MAR04: OTCP Review & Approval of OWDEP courses in Navy E-Learning test environment**
- **29MAR04: NETPDTC transfer four courses of instruction from Navy E-Learning test to operational environment**
- **29MAR04: Final review of baseline metrics to assess training effectiveness**
- **31MAR04: IOC Web-based Training on Navy E-Learning**
  - **Notify COC and Stakeholders that courseware is live**
- **01APR04: COMEX Phase Two, Capture data for student participation in each class henceforth**
- **01JUL04: First Quarterly Review (Data Analysis and Feedback)**

Cost-to-Train



- **OTCP Operational Cost-to-Train Model**
  - **Under development by OTCP staff**
  - **Will capture costs related to:**
    - **1) Command (Strategic)… and**
    - **2) Individual schools (Tactical)**
  - **Expect to mine down to cost-to-train per student, per day**
  - **Along with quality training analysis, model will support decision-making regarding new and current training initiatives**

SOURCE OF THE FORCE

SINGLE INTEGRATED COURSE SCHEDULE



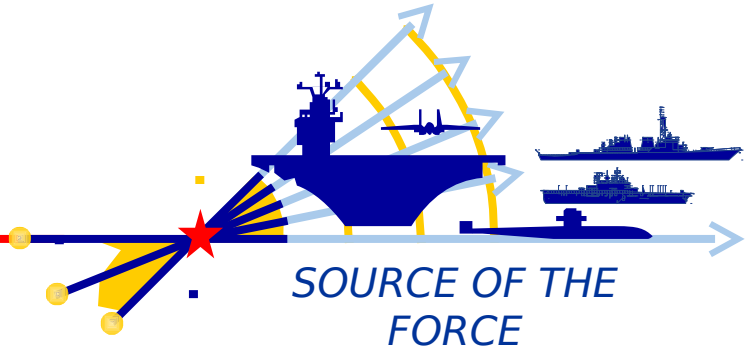
OFFICER TRAINING COMMAND PENSACOLA

BACKGROUND & BENEFITS



- **Officer Training Command is merging the schedules of LDO/CWO, OCS and DCO. This allows :**
- **Leveraging experience of different instructors who teach similar topics in each school**
  - **i.e. … Admin LDO Instructor teaching OCS Candidates Administration**
- **Plan training effectively across entire command through Planning Board for Training**
- **Identify training overlaps and correct inefficiencies**

Status



1. **OTCP N7 responsible for coordination of schedule between three school**
2. **First Schedule Executed on 01MAR04**
3. **Inaugural PB4T scheduled 08MAR04**

SOURCE OF THE FORCE

ENGINEERING “SELF-PACED” TRAINING



OFFICER TRAINING COMMAND PENSACOLA

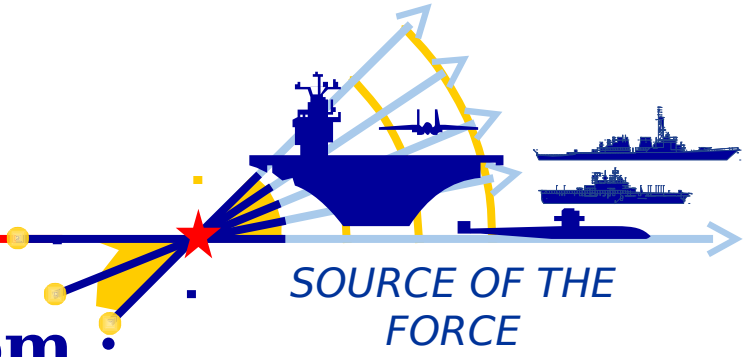
BACKGROUND AND BENEFITS



Officer Training Command is evaluating potential of making OCS Basic Engineering "Self-Paced."

- **Leverage experience of candidates with Engineering Degrees**
  - **About 55% of candidates have technical degrees**
- **Current OCS basic engineering class has 10 topics (represent 16 hours of classroom instruction including final examination)**
- **Self-pacing can potentially cut this by two thirds without sacrificing candidates' education or quality of instruction**

Engineering Trail



1. **Selected candidates from :**
   - A. **Student pool**
   - B. **Hotel Class**
   - C. **Enlisted Staff**
2. **Mix of technical and non-technical degrees**
3. **Given three weeks to complete 10 topics in Engineering Student Guide**
4. **Candidates given opportunity to meet w/ SME weekly to discuss & provide feedback**
5. **Test administered in 3rd week of trial, resulted in 80% average**

Status



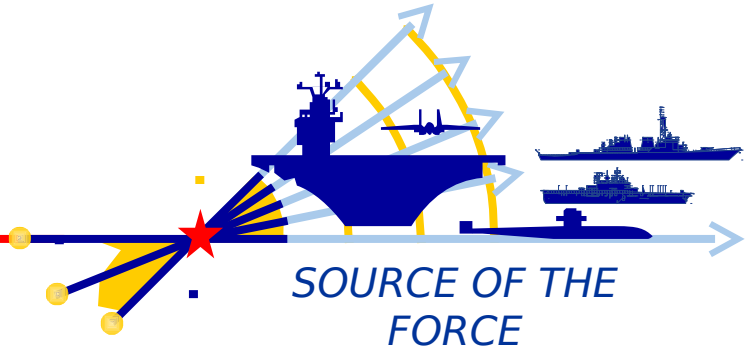
1. **Once results of initial engineering trial is approved by CO OTCP, intention is to go live w/ class**
2. **Allows class to have nine weeks to prepare while meeting w/ SME every other week to discuss course content**
3. **Students will be tested day one in week 10, those who pass move on, others remain in the course for remediation and retesting**
4. **OTCP N3 is project lead**

SOURCE OF THE FORCE

“PROGRAM” Candidate Opportunity

OFFICER TRAINING COMMAND PENSACOLA

OPPORTUNTY



Send "PROGRAM" Candidates TAD to Pensacola to complete NAMI PE shortly after selection

- **Affords opportunity to observe OCs' physical condition and motivation prior to training**
  - **"PROGRAM Select" can observe day in life of OCS**
  - **Selectees' phobias to water can be ruled out**
  - **Ultimately a better prepared sailor physically and mentally.**
  - **Enrollment in OWDEP**
  - **Enforcement of "failure to disclose" clauses can be strengthened**
  - **Cost avoidance of losses due to NPQs after fact offset TAD expense**

SOURCE OF THE FORCE

QUESTIONS?



OFFICER TRAINING COMMAND PENSACOLA